



Overview of Benefits Under the Federal Employees' Compensation Act

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Department of Defense
Civilian Personnel Management
Service

FECA Benefits

- Continuation of Pay
- Wage Loss Compensation
 - Total Disability
 - Partial Disability
- Medical Benefits
- Death Benefits
- Schedule Award
- Rehabilitation

Requirements for FECA Coverage

- **Civilian Federal Employee**
- **Timely Filed**
- **Fact of Injury**
- **Performance of Duty**
- **Causal Relationship**

Procedures for Filing Civilian Injury Claims



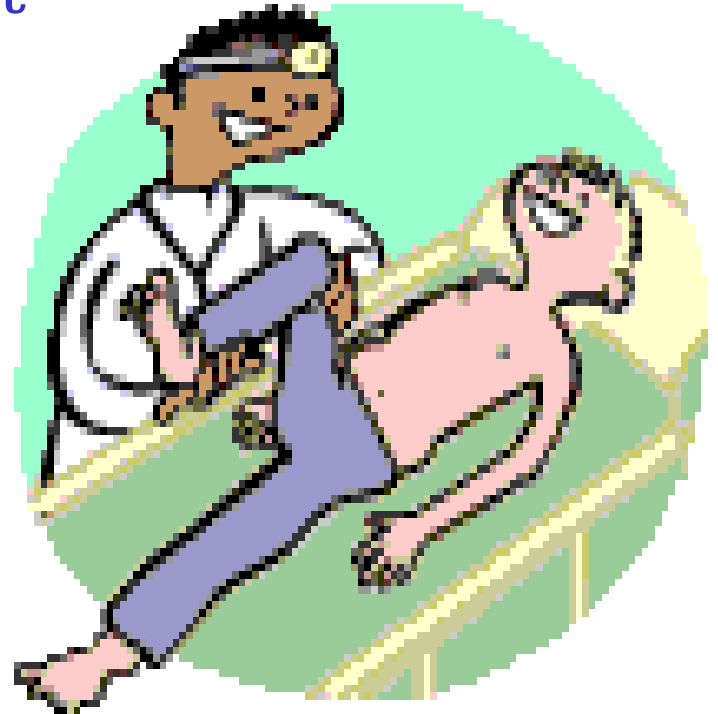
- Arrange for Medical Treatment
- Initiate Notification Process
 - Filing CA-1 electronically
 - Notify safety & occupational health
- Determine employee pay status
- Expedite return to duty

Procedures for Filing Civilian

Injury Claims (Continued)

Arrange for Medical Treatment

- Choice of Physician
- Emergency Treatment Defined
- Role of Agency Physician
- Use of Authorization Form
- Requirements for Medical Documentation
- Continuing Treatment Requirements
- Return to Work Clearance Issues



Procedures for Filing Civilian

Injury Claims (Continued)

Initiate Notification Process

- File Notice of Injury Form electronically
- Coordinate with personnel and payroll
- Notify Safety & Health
 - Inspection needed?
 - Job modification?



Procedures for Filing Civilian Injury Claims (Continued)

Determine Employee Pay Status

- Traumatic vs. Occupational
- Election of COP vs. Leave
- Counting COP, including rules for partial days lost
- Requirements for Submission of Medical Evidence



Procedures for Filing Civilian Injury Claims (Continued)

Expedite Return to Duty

- Have program in place for light duty placement
- Obtain work limitations from attending physician
- Make prompt offer, in writing
- Consequences of refusal



Department of Labor role in processing injury claims

OWCP approves and denies claims

OWCP authorizes payments, but
then bills agencies for costs

OWCP procedures in 20 CFR 10

OWCP case management role

Agency makes job offers, but OWCP
has final authority regarding
suitability

Department of Defense Procedures for Workers' Compensation Claims

DoD Authority

- DoD Directive 1400.25

DoD Policy

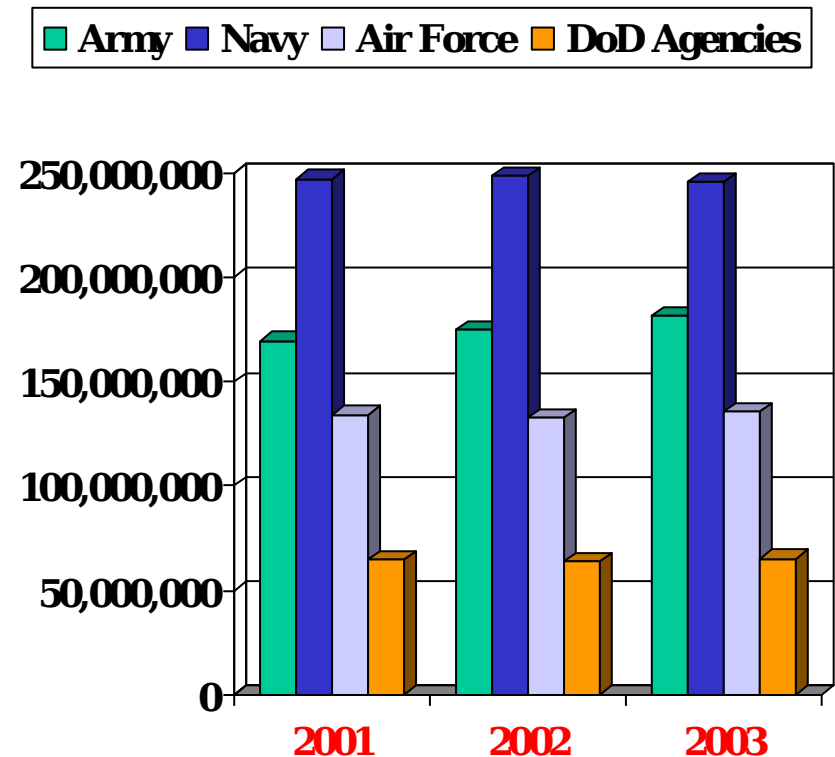
- CPM Subchapter 810
- Health Affairs Policy 97-35
- Policy Letters from DUSD (P&R)



DoD Procedures for Workers' Compensation Claims (Continued)

Costs for Injury Claims are paid by DoD

- In 2003 - \$627 million for DoD
- \$2.32 billion for all gov't
- Since 1994 - DoD costs +3.7%, all gov't without DoD +37.3%



DoD Procedures for Workers' Compensation Claims (Continued)



Role of DoD Personnel

- **ICUC Liaison**
- **Injury Compensation Program Administrator**
- **First-line supervisor**
- **Safety office**
- **Occupational medicine**

ICUC Liaison

Co-located with OWCP in 10 of 12
OWCP District Offices

Full-time in injury compensation
field

Available to train agency personnel

Can arrange for case file review

Assists with job offers

Home visits



Injury Compensation Program Administrator (ICPA)

Overall responsibility for all aspects
of injury claims process

May have regional responsibilities

May or may not be full-time

Responsibilities with case review,
but not processing of all forms

Command briefing role

Need for personnel background

First-line Supervisor

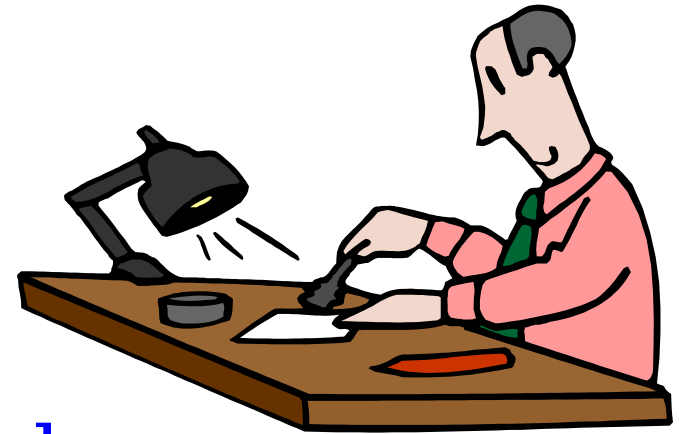
Forms completion

- CA-1 or CA-2
- CA-16 as appropriate

Correct action on pay & leave

Role in light duty

Personal contact with employee



Safety & Occupational Health Office

Preventing injuries
before they occur

Role in prompt accident
investigation

- Claims controversion
- Fixing the immediate problem

Workplace modification
to prevent future
accidents



Occupational Medicine



Are they attending
physician?

DOL limitations on contact
with attending physician

Role of agency-initiated
medical evaluations

- Voluntary vs. mandatory

OWCP view of weight of
agency medical
evaluations

DoD Initiatives on Injuries

50% Injury Reduction Goal –
Secretary Rumsfeld memo dated 5-19-03

SHARE – Memo from President
dated 1-9-04, from Sec. Rumsfeld
dated 2-2-04

Defense Safety Oversight Council
(DSOC) Task Forces, one of which
deals with Injury Compensation

Questions & Answers

